



WORKFORCE INVESTMENT ACT

ANNUAL REPORT FOR PY 2004



SEPTEMBER 2005

WIA Title I Report for the State of Idaho

Part A. Return on Investment

Idaho's "Return on Investment" provides the required analysis of our workforce investment activities relative to the effect of the activities on the performance of the participants. Reviewing the level of investment (taxpayers' dollars) vs. the return on that investment (participant gains in wages, taxes, reduced public assistance) provides another look at the success of the programs beyond the required performance standards.

Each program demonstrates a positive impact on the community resulting from participation in the program. For individuals enrolled in the Adult program, \$2.41 is returned to the community for each dollar spent and the investment is returned by the participant within thirteen months. For dislocated workers, the investment is returned in nine months with those leaving the program returning \$4.03 to the community for each dollar invested.

Youth, particularly younger youth, are less likely to be directed toward immediate employment upon completion. A primary goal for these at-risk youth is to encourage them to return to school or to assist them in continuing their education. In recognition of these goals, the analysis considers future impact resulting from continued participation in education through high school and beyond for younger youth. Impact for older youth who are employment directed is computed in the same manner as adults and dislocated workers. The results of our analysis demonstrate that investments in youth are repaid within 19 months and youth are expected to return \$1.84 to the community for each dollar invested in their training.

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Adult ~ Program Year 2004
Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$986,013
Increased FICA payments	\$813,593
Reduced Public Assistance Dependency	\$681,480
TOTAL ANNUAL TAXPAYER BENEFIT	\$2,481,086
Monthly Taxpayer Benefit	\$206,757
ADULT PROGRAM COST (Expenditures, PY 2004)	\$2,658,490
Number of months to pay back Taxpayer Investment	12.9

IMPACT OF WIA INVESTMENT

Adult ~ Program Year 2004
Summary at a Glance

Annual Increased Net Earnings of Participants	\$3,924,793
Annual Increase in FICA Contributions	\$813,593
Annual Increase in Federal Income Tax Payments	\$677,600
Annual Increase in State Income Tax Payments	\$308,413
Annual Decrease in Public Assistance	\$681,480
TOTAL ANNUAL IMPACT	\$6,405,880
ADULT PROGRAM COST (Expenditures, PY 2004)	\$2,658,490

Overall Impact of Investment (Impact divided by Program Cost)

Investment
\$1.00

Impact
\$2.41

IDAHO**Dislocated Worker ~ Program Year 2004
Summary at a Glance**

Increased Income Tax Contributions (State & Federal)	\$2,459,390
Increased FICA payments	\$1,999,716
Reduced Public Assistance Dependency	\$248,940
TOTAL ANNUAL TAXPAYER BENEFIT	\$4,708,046
Monthly Taxpayer Benefit	\$392,337
D.W. PROGRAM COST (DW, Rapid Response, State 15% Expenditures, PY 2004)	\$3,550,304
Number of months to pay back Taxpayer Investment	9

**IMPACT OF WIA INVESTMENT
Dislocated Worker ~ Program Year 2004
Summary at a Glance**

Annual Increased Net Earnings of Participants	\$9,610,793
Annual Increase in FICA Contributions	\$1,999,716
Annual Increase in Federal Income Tax Payments	\$1,694,840
Annual Increase in State Income Tax Payments	\$764,550
Annual Decrease in Public Assistance	\$248,940
TOTAL ANNUAL IMPACT	\$14,318,839
D.W. PROGRAM COST (DW, Rapid Response, State 15% Expenditures, PY 2004)	\$3,550,304

Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$4.03

IDAHO
Youth ~ Program Year 2004
Summary at a Glance

Increased Income Tax Contributions (State & Federal)	\$1,095,341
Increased FICA payments	\$836,828
Reduced Public Assistance Dependency	\$140,700
TOTAL ANNUAL TAXPAYER BENEFIT	\$2,072,869
Monthly Taxpayer Benefit	\$172,739
YOUTH PROGRAM COST (Program Expenditures, PY 2004)	\$3,272,044
Number of months to pay back Taxpayer Investment	18.9

IMPACT OF WIA INVESTMENT
Youth ~ Program Year 2004
Summary at a Glance

Annual Increased Net Earnings of Participants	\$3,955,706
Annual Increase in FICA Contributions	\$836,828
Annual Increase in Federal Income Tax Payments	\$732,479
Annual Increase in State Income Tax Payments	\$362,862
Annual Decrease in Public Assistance	\$140,700
TOTAL ANNUAL IMPACT	\$6,028,575
YOUTH PROGRAM COST (Program Expenditures, PY 2004)	\$3,272,044

Overall Impact of Investment (Impact divided by Program Cost)

Investment	Impact
\$1.00	\$1.84

Return on Investment

BACKGROUND

Each person who applies for WIA services completes an application that supplies information on employment status, cash welfare and/or food stamps recipient status, number in the family and number of dependents. Unemployment insurance records are also accessed for pre-program wage information. This information constitutes the raw data used as pre-program information.

Upon completion of the training, information is recorded on each individual regarding his or her employment status and earnings. This information constitutes post-program data.

For younger youth whose goal is not immediate employment, pre-program information is based on the mean income of those with less than a high school education as reported in the most current CPS survey. Post-program information is the mean income for high school graduates from the same survey. While this does not report actual income, it is used as an indicator of future program impact.

The raw data collected at these points is used to project and compute employment rate, net (take home) pay of the employed, FICA and federal and state income tax contributions and public assistance costs. By comparing pre-program and post-program data, we can reasonably determine the benefit of the program compared to the cost of the program.

METHODOLOGY

Federal and state income taxes paid are calculated by using federal and state tax tables, based on average income, average family size, and the most frequently occurring filing status of participants. Increased tax contributions are derived from subtracting pre-program contributions from post-program contributions.

Annual public assistance costs are calculated by multiplying the number of cash welfare recipients by the maximum monthly welfare grant times twelve; Food Stamp costs are calculated by multiplying the number of food stamp recipients by the average monthly food stamp amount times twelve. Decreased public assistance costs were derived by determining whether an individual who was on assistance at intake was working more than 25 hours a week at \$6 per hour. If so, s/he would not have qualified for cash assistance, so the maximum monthly benefit as of July 1, 2004, for both cash assistance and food stamp assistance was counted as savings.

FICA contributions are calculated to be 15.3 percent of gross earnings.

Net (take home) earnings of the employed are calculated by computing the annual gross income and subtracting employee FICA and income taxes. Pre-program earnings are based on earnings reported in unemployment insurance records; post-program earnings are based on employment data collected at program exit.

Taxpayer Return on Investment

The Taxpayer Return on Investment represents the rate of return of taxpayer dollars, through increased tax contributions and decreased welfare costs.

To calculate the Taxpayer Return on Investment, the Total Annual Benefit is divided by twelve to produce a Monthly Taxpayer Benefit. The Program Cost is then divided by the Monthly Taxpayer Benefit to calculate the number of months it takes to pay back the taxpayer investment in WIA for the year in question.

IMPACT OF INVESTMENT

This is a measure of the program's overall benefit to the community.

When calculating the Impact of Investment, net earnings of the participants are included, as well as the increased tax contributions and decreased welfare costs. Even though these earnings are not directly returned to the taxpayer, they represent a measure of increased productivity.

ASSUMPTIONS

The ideal calculation of the return on WIA investments would contain raw data on individual participants for an entire year prior and subsequent to participation in WIA. The cost of collecting such data, however, would far outweigh the benefit of doing so. As such, these calculations rely on a number of assumptions about the data and about pre- and post-program conditions of participants. These are identified below:

In general, it is assumed that the following data, collected during program intake and exit as well as from unemployment wage records, remained constant for the entire year prior and subsequent to program participation, respectively:

- Earnings
- Employed/Unemployed Status
- Public Assistance Grant Amounts
- Family Size

Other Assumptions:

Using the average income, average family size, and most frequently occurring filing status to calculate tax contributions will yield a representative, yet conservative, estimate for the individuals being counted.

Individuals are receiving all public assistance benefits for which they are eligible both prior and subsequent to program participation.

OTHER TAXPAYER BENEFITS

The benefits reflected in these calculations include only a portion of those actually accruing to the taxpayer for these programs. Other welfare costs associated with Medicaid, subsidized housing, and Supplemental Security Income, for example, will generate significant savings if no longer received by program completers. Reduced Unemployment Insurance costs may generate additional savings. These measures also reflect increased tax contributions only for state and federal income taxes, without the inclusion of local and sales taxes. Information needed to calculate these related savings, however, is either not available or cost-prohibitive to produce.

Part B. Evaluation of Activities

IDAHO'S FOCUS FOR WIA

The Governor's Workforce Development Council and local *IdahoWorks* Boards have provided the necessary direction to successfully implement WIA programs throughout the state. Idaho met all federally established statewide performance goals for WIA for PY 2004, primarily due to the efforts and leadership of the Council and *IdahoWorks* Boards.

CHALLENGE

Features that make Idaho unique also bring challenges, and for WIA there is no exception. Idaho is predominantly rural, with a large geographical area and a population of 1.39 million. By its very nature, stretching programs with limited and reduced funding is difficult.

EVALUATIONS

The Workforce Investment Act permits the use of the Governor's 15% Discretionary Funds to support customized/incumbent worker training within the state. The Workforce Development Council has designated a portion of these funds for the High Growth Business Project in order to foster stronger partnerships between education, industry, and the workforce system and to respond to high growth business needs. Use of these funds allows for the investment in workforce solutions to meet high growth business demand for skilled workers by targeting worker training and career development resources toward helping workers gain the skills they need to build successful careers in these and other growing industries.

Much like the U.S. Department of Labor's model for the President's High Growth Job Training Initiative, Idaho's High Growth Business Project targeted those industry sectors identified as "high growth" industries for assistance and support. The Project seeks to prepare workers to take advantage of new and increasing job opportunities in high growth, high demand and economically vital sectors of the state's economy. The High Growth Business Project is designed to move new entrants, lower-skilled, lower-wage employed individuals, or dislocated workers whose previous occupations are no longer in demand, into high growth occupations

In Program Year 2004, as part of this Project, the Workforce Development Council made funds available to the local workforce investment areas to help meet and improve business training needs. The Workforce Development Council received five proposals from the six areas of the state and funded four of the submissions.

Region III- Several groups worked to establish a partnership to address the shortage of construction workers in the region and support plans to provide equipment operator training to 17 individuals and skilled laborer training to 32 individuals. Additionally, local contractors committed to contribute \$44,439 in match funds in addition to the \$39,384 made available from WIA funds and also committed to hire the equipment operator and skilled laborer apprentices when training is completed.

Region IV- The regional partnership of the Magic Valley addresses the shortage of nurses in the area with its funding. The College of Southern Idaho will provide both Practical and Registered Nursing training to 35 individuals. Additionally, partners Magic Valley Regional Medical Center (MVRMC) and North West Bec Corp committed to match the \$50,000 made available from WIA funds and to offers of employment to CSI nursing graduates as well.

Region V- This regional partnership also addresses the nursing shortage through training, as Idaho State University will provide Licensed Practical Nurse training to project participants, while Bear Lake Memorial Hospital has committed to match the WIA funds made available to the program and to offer employment to the project participants upon graduation and licensure.

Region VI- This region, like Regions IV & V, also established a partnership to address the shortage of nurses. Eastern Idaho Technical College will provide occupation skills training in nursing for 30 individuals from the Ashton and Teton Valley areas. Teton Valley hospital and Ashton Living Center will be partnering agencies sponsoring and coordinating activities with Eastern Idaho Technical College. The partnering agencies have committed to match the WIA funds provide to hire, promote or assist those persons who complete the class find employment.

Table Section

Table A - Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level – American Customer Satisfaction Index	Number of Customers Surveyed	Number of Customers Eligible for the Survey
Program Participants	80%	85.6	1,360	1,788
Employers	78%	83.9	24	27

Table B – Adult Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	76.00%	87.17%	265 304
Employment Retention Rate	84.00%	88.81%	397 447
Earnings Replacement in Six Months	\$3,475.00	\$4,817.48	\$1,926,993 400
Employment And Credential Rate	55.00%	72.35%	259 358

Table C – Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive Or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	84.21%	$\frac{16}{19}$	76.47%	$\frac{26}{34}$	77.42%	$\frac{24}{31}$	79.31%	$\frac{23}{29}$
Employment Retention Rate	86.36%	$\frac{19}{22}$	84.85%	$\frac{28}{33}$	87.18%	$\frac{34}{39}$	83.33%	$\frac{30}{36}$
Earnings Change in Six Months	\$4,054.89	$\frac{\$77,043}{19}$	\$5,357.56	$\frac{\$155,369}{29}$	\$5,202.07	$\frac{\$171,668}{33}$	\$4,923.85	$\frac{\$147,715}{30}$
Employment And Credential Rate	71.43%	$\frac{10}{14}$	61.29%	$\frac{19}{31}$	52.78%	$\frac{19}{36}$	63.16%	$\frac{12}{19}$

Table D – Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	84.95%	$\frac{175}{206}$	91.84%	$\frac{90}{98}$
Employment Retention Rate	89.94%	$\frac{313}{348}$	84.85%	$\frac{84}{99}$
Earnings Change in Six Months	\$5,110.31	$\frac{\$1,568,866}{307}$	\$3,850.83	$\frac{\$358,127}{93}$

Table E – Dislocated Worker Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	85.00%	92.54%	719 777
Employment Retention Rate	90.00%	95.37%	782 820
Earnings Replacement in Six Months	88.00	84.26%	\$9,181,789 \$10,896,623
Employment And Credential Rate	55.00%	70.96%	457 644

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	85.57%	83 97	79.41%	27 34	87.50%	70 80	85.71%	42 49
Employment Retention Rate	95.45	105 110	100.00%	42 42	86.05%	74 86	92.50%	37 40
Earnings Replacement Rate	82.04%	\$1,229,587 \$1,498,730	93.02%	\$463,060 \$497,794	58.09%	\$758,410 \$1,305,498	506.56%	\$286,080 \$56,475
Employment And Credential Rate	66.67%	48 72	62.96%	17 27	65.52%	38 58	63.83%	30 47

Table G – Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	92.24%	594 644	93.98%	125 133
Employment Retention Rate	96.07%	611 636	92.93%	171 184
Earnings Replacement Rate	83.77%	\$7,009,302 \$8,367,392	85.90%	\$2,172,487 \$2,529,231

Table H – Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	68.00%	94.44%	<div>102</div> <div>108</div>
Employment Retention Rate	80.00%	90.00%	<div>108</div> <div>120</div>
Earnings Change in Six Months	\$3,000.00	\$3,881.42	<div>\$376,498</div> <div>97</div>
Employment & Credential Rate	43.00%	54.09%	<div>86</div> <div>159</div>

Table I – Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate	100.00%	<div>8</div> <div>8</div>	100%	<div>1</div> <div>1</div>	94.44%	<div>17</div> <div>18</div>	94.51%	<div>86</div> <div>91</div>
Employment Retention Rate	100.00%	<div>2</div> <div>2</div>	100%	<div>1</div> <div>1</div>	91.30%	<div>21</div> <div>23</div>	88.89%	<div>88</div> <div>99</div>
Earnings Change in Six Months	\$0.00	<div>0</div> <div>0</div>	\$1,664.84	<div>\$1665</div> <div>1</div>	\$4,168.97	<div>\$70,873</div> <div>17</div>	\$3,773.24	<div>\$313,179</div> <div>83</div>
Credential Rate	33.33%	<div>3</div> <div>9</div>	0.00%	<div>0</div> <div>1</div>	40.00%	<div>10</div> <div>25</div>	52.31%	<div>68</div> <div>130</div>

Table J – Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	82.00%	90.70%	829 914
Diploma or Equivalent Attainment Rate	60.00%	73.93%	190 257
Retention Rate	60.00%	78.88%	239 303

Table K – Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	89.58%	43 48	92.35%	326 353	84.02%	184 219
Diploma or Equivalent Attainment Rate	70.59%	12 17	89.41%	76 85	43.24	32 74
Retention Rate	78.95%	15 19	84.85%	84 99	73.87%	82 111

Table L – Other Reported Information

	12-Month Retention Rate		12-Month Earnings		Nontraditional Employment		Wages at Entry		Training Related Employment	
Adults	86.95%	413 475	\$4,979.95	\$2,071,658 416	23.26%	60 258	\$4,048.45	\$979,725 242	82.67%	124 150
Dislocated Workers	92.84%	752 810	86.43%	\$9,019,122 \$10,435,433	17.31%	117 676	\$5,714.26	\$3,639,983 637	75.71%	402 531
Older Youth	85.59%	101 118	\$3,284.40	\$318,587 97	8.82%	9 102	\$2,585.07	\$211,976 82		

Table M – Participation Levels

	Total Participants Served	Total Exiters
Adults	802	490
Dislocated Workers	1,296	732
Older Youth	279	170
Younger Youth	793	418

Table N – Cost of Program Activities

Program Activity			Total Federal Spending
Local Adults			\$2,658,490
Local Dislocated Workers			\$2,567,083
Local Youth			\$3,272,044
Rapid Response (up to 25%) §134(a)(2)(A)			\$ 983,221
Statewide Required Activities (Up to 15%) §134(a)(2)(B)			\$1,661,832
Statewide Allowable Activities §134(a)(3)	Program Activity Description	Statewide Miscellaneous Activities (older worker pilot, LMI, marketing)	\$ 274,367
Total of All Federal Spending Listed Above			\$11,417,037

Table O: Local Performance

Local Area Name ONE	Total Participants Served	Adults	267
		Dislocated Workers	250
		Older Youth	118
		Younger Youth	269
ETA Assigned # 16040	Total Exiters	Adults	160
		Dislocated Workers	140
		Older Youth	70
		Younger Youth	142

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80	85
	Employers	78	90
Entered Employment Rate	Adults	76%	81%
	Dislocated Workers	85%	92%
	Older Youth	68%	90%
Retention Rate	Adults	84%	88%
	Dislocated Workers	90%	93%
	Older Youth	80%	94%
	Younger Youth	60%	72%
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$4,250
	Dislocated Workers	88%	97%
	Older Youth	\$3,000	\$3,494
Credential/ Diploma Rate	Adults	55%	68%
	Dislocated Workers	55%	74%
	Older Youth	43%	35%
	Younger Youth	60%	66%
Skill Attainment Rate	Younger Youth	82%	91%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			X
			Exceeded

Table O: Local Performance

Local Area Name TWO	Total Participants Served	Adults	75
		Dislocated Workers	72
		Older Youth	29
		Younger Youth	50
ETA Assigned # 16045	Total Exiters	Adults	51
		Dislocated Workers	42
		Older Youth	14
		Younger Youth	31

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80	86
	Employers	78	78
Entered Employment Rate	Adults	76%	90%
	Dislocated Workers	85%	96%
	Older Youth	68%	93%
Retention Rate	Adults	84%	93%
	Dislocated Workers	90%	96%
	Older Youth	80%	92%
	Younger Youth	60%	79%
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$4,073
	Dislocated Workers	88%	85%
	Older Youth	\$3,000	\$6,021
Credential/ Diploma Rate	Adults	55%	73%
	Dislocated Workers	55%	74%
	Older Youth	43%	26%
	Younger Youth	60%	82%
Skill Attainment Rate	Younger Youth	82%	89%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			x
			Exceeded

Table O: Local Performance

Local Area Name THREE	Total Participants Served	Adults	261
		Dislocated Workers	642
		Older Youth	53
		Younger Youth	220
ETA Assigned # 16015	Total Exiters	Adults	185
		Dislocated Workers	370
		Older Youth	51
		Younger Youth	141

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80	83
	Employers	78	83
Entered Employment Rate	Adults	76%	95%
	Dislocated Workers	85%	92%
	Older Youth	68%	97%
Retention Rate	Adults	84%	87%
	Dislocated Workers	90%	95%
	Older Youth	80%	86%
	Younger Youth	60%	79%
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$4,720
	Dislocated Workers	88%	79%
	Older Youth	\$3,000	\$3,483
Credential/ Diploma Rate	Adults	55%	80%
	Dislocated Workers	55%	68%
	Older Youth	43%	62%
	Younger Youth	60%	67%
Skill Attainment Rate	Younger Youth	82%	90%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			x
			Exceeded

Table O: Local Performance

Local Area Name FOUR	Total Participants Served	Adults	81
		Dislocated Workers	111
		Older Youth	31
		Younger Youth	121
ETA Assigned # 16050	Total Exiters	Adults	41
		Dislocated Workers	53
		Older Youth	14
		Younger Youth	45

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80	87
	Employers	78	NA
Entered Employment Rate	Adults	76%	85%
	Dislocated Workers	85%	96%
	Older Youth	68%	100%
Retention Rate	Adults	84%	94%
	Dislocated Workers	90%	98%
	Older Youth	80%	83%
	Younger Youth	60%	88%
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$5,512
	Dislocated Workers	88%	103%
	Older Youth	\$3,000	\$1,172
Credential/ Diploma Rate	Adults	55%	68%
	Dislocated Workers	55%	61%
	Older Youth	43%	92%
	Younger Youth	60%	81%
Skill Attainment Rate	Younger Youth	82%	95%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			X

Table O: Local Performance

Local Area Name FIVE	Total Participants Served	Adults	52
		Dislocated Workers	150
		Older Youth	26
		Younger Youth	70
ETA Assigned # 16055	Total Exiters	Adults	28
		Dislocated Workers	94
		Older Youth	13
		Younger Youth	27

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80	84
	Employers	78	63
Entered Employment Rate	Adults	76%	75%
	Dislocated Workers	85%	92%
	Older Youth	68%	100%
Retention Rate	Adults	84%	92%
	Dislocated Workers	90%	99%
	Older Youth	80%	94%
	Younger Youth	60%	84%
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$7,002
	Dislocated Workers	88%	76%
	Older Youth	\$3,000	\$5,078
Credential/ Diploma Rate	Adults	55%	65%
	Dislocated Workers	55%	80%
	Older Youth	43%	80%
	Younger Youth	60%	96%
Skill Attainment Rate	Younger Youth	82%	97%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			X

Table O: Local Performance

Local Area Name SIX	Total Participants Served	Adults	66
		Dislocated Workers	71
		Older Youth	22
		Younger Youth	63
ETA Assigned # 16060	Total Exiters	Adults	25
		Dislocated Workers	33
		Older Youth	8
		Younger Youth	32

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80	86
	Employers	78	NA
Entered Employment Rate	Adults	76%	89%
	Dislocated Workers	85%	97%
	Older Youth	68%	80%
Retention Rate	Adults	84%	88%
	Dislocated Workers	90%	97%
	Older Youth	80%	89%
	Younger Youth	60%	96%
Earnings Change/Earnings Replacement in Six Months	Adults	\$3,475	\$6,733
	Dislocated Workers	88%	113%
	Older Youth	\$3,000	\$4,883
Credential/ Diploma Rate	Adults	55%	83%
	Dislocated Workers	55%	77%
	Older Youth	43%	73%
	Younger Youth	60%	100%
Skill Attainment Rate	Younger Youth	82%	85%
Skill Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
			Exceeded x

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IDAHO
COMMERCE & LABOR

Workforce Systems Bureau
317 West Main Street
Boise, Idaho 83735
(208) 332-3570, Ext. 3313

DIRK KEMPTHORNE, GOVERNOR

Roger B. Madsen, Director
Idaho Commerce & Labor